

# IDAHO WORKFORCE DEVELOPMENT COUNCIL

April 8, 2009 – Meeting Minutes

## **Welcome and Introductions**

Council Chair Con Paulos called the meeting to order at 9 a.m. He welcomed everyone and stated that a review of the agenda would be excluded.

Chair Paulos continued with the consent agenda which included the following issues: 1) minutes of November 19, 2008; 2) additions of programs to the eligible provider list; and 3) a minor modification to the WIA plan asking for extension of current waivers and changes to the performance measures for the last year of the 5-year WIA plan.

## **Consent Agenda**

Chair Paulos accepted a motion by Dave Whaley, seconded by Tom Hally to approve the minutes of November 19, 2008; and the minutes were approved unanimously.

## **Transmittal #1 – Eligible Training Provider List**

Dr. Rush commented that currently there is a bill before the Legislature that requires all institutions both private and secondary to register with the state. The Board will have staff monitor the quality of training provided by public and private providers.

Chair Paulos accepted a motion by Don Smith, seconded by B. J. Swanson to accept the additions to the list; and Transmittal #1 was approved unanimously.

## **Transmittal #2 – Modification No. 3 to the State Plan for Workforce Investment Act**

The measures reflect the down turn in the economy and will be negotiated with the U.S. Department of Labor.

Chair Paulos accepted a motion by B. J. Swanson, seconded by Mike Rush to accept the modification; and Transmittal #2 was approved unanimously.

## **Project 60**

Chair Paulos welcomed Idaho Department of Commerce Director Don Dietrich who detailed Governor Otter's goals and strategies for Project 60. Project 60 is a comprehensive initiative to grow Idaho's Gross Domestic Product from \$51 billion to \$60 billion. Designed in three tiers to strengthen both rural and urban communities, the plan will create quality jobs for all Idahoans by fostering systemic growth, recruiting new companies to Idaho, and selling Idaho's trade and investment opportunities to the world.

## **Systemic Growth**

With today's economic climate, systemic growth and business retention within Idaho is essential. Director Dietrich explained the need for creating the Invest Idaho Innovation, LLC which represents a neutral party for outside fundraising and venture capital for all the universities.

## **Domestic Recruitment**

One of the successful programs has been the governor's "Top to Top" program which makes use of local CEOs to recruit out of state companies to Idaho. C. J. Buck, CEO for Bucks Knives is a great example.

Another successful program has been the cluster strengthening of companies. Seed manufactures, energy companies on the eastern side of the state, fire arms manufacturing in rural communities and the aeronautics industry in the north are examples that have drawn outside businesses to Idaho.

## **Global Approach – International Recruitment**

Director Dietrich stated exporting Idaho's goods to the global market is important. Director Dietrich explained the EB-5 Immigrant Investor Program that allows a foreign financier to invest dollars in Idaho in exchange for a green card.

Idaho applied for an EB-5 regional center, benefitting all 44 of Idaho's counties, to foster foreign direct investment to the state. A regional center would provide a marketable investment opportunity to attract and capture immigrant investors, and direct their pooled or individual investments toward industry and community projects that the regional center identifies.

Chair Paulos complimented Director Dietrich and the Idaho Department of Commerce for creative thinking. He asked the status of rural development funding. Director Dietrich reported that the funding and focus on rural development will continue.

## **Transmittal #3 – Workforce Development Training Fund - Funding of 3<sup>rd</sup> Party Call Centers**

Chair Paulos introduced WDS Global's Senior Training and Quality Assurance Manager Derrick Shannon. Mr. Shannon asks the council to waive the policy to exclude 3<sup>rd</sup> party call centers from eligibility to apply for Workforce Development Training Funds.

Derrick Shannon stated that WDS Global is located mainly in England with operations in Kirkland Washington and Boise Idaho. WDS Global provides work for 2000 employees globally with 1100 employees based in Boise. He explained what distinguishes WDS Global from other 3<sup>rd</sup> party call centers. The focus of the company is to eliminate calls coming in by innovative thinking employees who are constantly seeking solutions. WDS Global is asking for assistance to continue the development of the company.

Discussion followed.

A motion was made by Dave Whaley, seconded by Kirby Ortiz for the council to follow the staff recommendation.

Idaho Department of Labor Business Services Manager Leandra Burns stated that over the last few years WDC training funds had been given to 3<sup>rd</sup> party call centers in Pocatello and Coeur d'Alene. The employee turnover was high as a result of center's one year contracts. She stated that this was not the best use of the WDC funding.

Dr. Rush suggested that the council already had a policy in place and recommended that the issue be studied further. Chair Paulos appointed Alex LaBeau, Tom Hally and Dr. Mike Rush to the study committee. By unanimous voice vote, the issue was referred to committee.

#### **Transmittal #4 – In-School Youth Proposal Awards**

Chair Paulos congratulated the diligence of the Youth Program Design Committee to develop and conduct a procurement for in-school youth programs for the program year beginning in July.

Chair Paulos accepted a motion by Jim Schmidt, seconded by Brent Reinke to accept the recommendation of the Youth Program Design Committee; and Transmittal #4 was approved unanimously.

#### **Transmittal #5 – Governor’s Nursing Workforce Advisory Council**

Chair Paulos congratulated B. J. Swanson for her appointment to the Governor’s new council, the Health Professions and Education Council and commended Chair Swanson for her service on the Governor’s Nursing Workforce Advisory Council.

The Idaho Nursing Workforce Advisory Council recommends three overarching goals for increasing and sustaining Idaho’s nursing workforce through a public-private partnership that fosters worker development, recruitment and retention and is supported by comprehensive workforce information and planning.

- I. Retain and increase nursing faculty to meet growing demand.
- II. Continue Support for increased educational capacity across the range of nursing degree options to best meet industry and regional demand for nurses and improve retention of graduates.
- III. Sustain the current nursing workforce initiative to ensure the availability of critical workforce data for informed planning.

Chair Paulos thanked Ms. Swanson for her participation and acknowledged the opportunity she has to ensure a coordinated effort with the new council on the nursing workforce and the health services industry.

#### **Policy Academy on Civic Engagement**

Chair Paulos commended Commission on Aging Administrator Kim Toryanski for her leadership at the NGA Policy Academy for Civic Engagement meeting held March 28-31, 2009 in Pennsylvania.

Ms. Toryanski advised the council that the Idaho Team’s vision is for Idaho’s mature adults to have opportunities to engage in meaningful and purposeful employment, to render services, and to have the opportunity for life long learning which enhances economic vitality and the quality of life.

Ms. Toryanski updated the council on the five goals selected at the meeting as:

1. Increasing volunteerism
2. Creating greater employment opportunities
3. Encouraging employers to enter into best employment practices
4. Increasing statewide enrollment in post-secondary or continuing life long education
5. Coordinating AARA stimulus funding

#### **Transmittal #6 – Workforce Transformation “Happenings” across the State of Idaho**

Idaho Department of Labor's Business Services Manager Leandra Burns presented an overview of what the regions of the state are doing to transform themselves into a diversified economy that is focused on emerging industries that provide high growth and high wage jobs.

1. North Idaho
  - Focusing on manufacturing businesses
  - Starting a technical high school
  - Networking with industry partners
2. North Central Idaho
  - Struggling with the downturn of the timber/mining business
  - Establishing training programs for youth and dislocated workers at Kamiah High School
3. Southwest Idaho
  - Focusing on technology and health care through a June Workforce Summit
  - Sharing costs and personnel in the Idaho State University/Meridian School District "model school" joint venture
  - Bringing forty-five health care facilities to Meridian
4. South Central Idaho
  - Receiving a \$5 million WIRED grant to diversify the area with manufacturing, construction and alternative energy
  - Hosting a Workforce Summit Ed Morrison Workshop end of April
5. Eastern Idaho – Region 5 and 6
  - Working with common industries of energy and advanced manufacturing
  - Orientating students to focus on math and science through the Young Einstein program

#### **Transmittal #8 – American Recovery and Reinvestment Act of 2009 (ARRA)**

Idaho Department of Labor's Workforce Policy Adviser Cheryl Brush discussed the principles and key requirements for the American Recovery and Reinvestment Act of 2009. Ms Brush stated that the act was intended to increase services and training for workers and invigorate a more innovative and better integrated workforce system capable of helping future economic growth and advancing shared prosperity.

#### **Transmittal #9 – Workforce Investment Act**

Idaho Department of Labor's Workforce Policy Adviser Cheryl Brush reported that even with addition of stimulus money, the total amount of stimulus and formula funds is expected to remain below 2002 funding levels. Ms. Brush stated that with some exceptions, the formula for the WIA Governor's 15 Percent Reserve Funds continue with the same strategy used for the last program year.

#### **Recommendations for Governor's 15 Percent Reserve Funds:**

The staff recommends that:

1. The formula 15 Percent Reserve funds are used for mandatory and optional activities using current strategies subject to fund availability from carry-in. In addition, \$130,000 will be made available for the special research studies in health care professions and data mining project discussed in the transmittal.
2. The ARRA funds be used as follows within the timeframe specified (\*indicates required functions):

Support for local administrative \$ 183,024

functions	
Youth in need*	\$ 104,779
Technical assistance*	\$ 25,000
Additional Assistance to the One	
Stop*	\$ 104,779
Staff planning, accounting, council*	\$ 305,206
Aging Technical Support	\$ 25,000
Projects at regional level	\$ 300,000

3. Approval of the distribution formula for allocation of stimulus youth in need funds based on a greater relative share of those in poverty and formula allocations of less than \$250,000.
4. \$50,000 be set aside for each area for development of projects with approval of the executive committee or other committee appointed by the chair that:
  - a. Are directed toward high growth industries of alternative energy, health care, advanced manufacturing or other demonstrated high growth, high wage industry
  - b. Include a minimum of industry, education and workforce agency participation
  - c. Include a match of 100 percent of funds invested from local industry or education

Chair Paulos accepted a motion by B. J. Swanson, seconded by Tom Hally to accept the staff recommendations for the Governor's 15 Percent Reserve Fund; motion was approved unanimously.

#### **Recommendations for ARRA Adult and Dislocated Worker Programs:**

The staff recommends that:

1. Current policies be used to guide the delivery of Adult and Dislocated Worker services.
2. Funds, both formula and ARRA, be distributed among planning areas using the federal funding formulas and within those areas, to existing service providers in relative proportion to the amounts awarded in PY 2008.
3. Priority for services to low income adults under the ARRA Adult program include non-mandatory food stamp and TANF recipients who are not served with TANF workforce funds.

#### **Recommendations for WIA ARRA Youth Programs:**

The staff recommends:

1. Use of existing WIA policies previously recommended for the formula WIA Youth program.
2. Direction of ARRA Youth funds for a summer program operated by the Idaho Department of Labor during the summer of 2009.
3. Expansion of pilots projects for the Idaho Youth Conservation Corps to at least one project in each area of the state.
4. For ARRA only, that a minimum of 30 percent be spent on out-of-school youth;
5. For ARRA, the age be expanded to include ages 14-24 with priority to those groups identified by the council as most in need of services.
6. Adoption of SCANS processes and standards as described above to document and report the work readiness outcome for those youth participating in summer employment only.

Chair Paulos accepted a motion by Jim Schmidt, seconded by Don Smith to accept the staff recommendations; and Transmittal #9 was approved unanimously.

## **Transmittal #10 – Wagner-Peyser Funding**

Idaho Department of Labor's Employment and Training Administrator Dwight Johnson reported that as part of the American Recovery and Reinvestment Act of 2009, the Idaho Department of Labor will receive \$3,586,589 in additional Wagner-Peyser funding, of which one-third (\$1,344,971) is designated for additional Employment Services and two-thirds (\$2,241,618) is designated for Re-Employment Services.

The staff recommends using Employment Services stimulus funds for the following priorities:

- Expand business outreach
- Expand access to automated services
- Develop training materials for customers on how to access automated services more effectively –
- Improve labor market information
- Continue services to people with disabilities

The staff recommends using Re-Employment Services stimulus funds for the following priorities:

- Expand current RES services
- Expand event capacity
- Expand services to veterans

Chair Paulos accepted a motion by Jim Schmidt, seconded by Don Smith to accept the staff recommendations; and Transmittal #10 was approved unanimously.

## **Transmittal #11 – Governor's 10 Percent Reserve for Employment and Re-Employment Services**

Idaho Department of Labor's Employment and Training Administrator Dwight Johnson explained that the Governor's 10 percent and formula funds have been distributed to the state's six regional planning areas using varying formulas. In the past, funds were used for incentive awards and more recently were targeted to services to youth and to provide additional assistance through the department's Employment Resource Centers housed in each of the Idaho Department of Labor One Stop Career Centers. With a changing economic climate, other needs may emerge that will vary from area to area.

The staff recommends that the Governor's 10 percent formula, ARRA employment service and ARRA re-employment funds be allocated to the six state planning areas using a formula based upon the federal distribution formula used to allot funding to states:

- 2/3 regional share of the civilian labor force for the most recent calendar year
- 1/3 regional share of the total unemployment insurance for the most recent calendar year

The staff further recommends that formula funds be used for the delivery of services to groups with special needs, and/or the extraordinary cost of services in the delivery of exemplary models.

The staff further recommends that the ARRA stimulus Reemployment Services funds be directed to provide for the continuing services of the disability navigators in each area of the state and directed towards services to claimants who are veterans

The Idaho Department of Labor will develop a brief plan for use of these funds for each area of the state by May 15, 2009 for inclusion in the state WIA/Wagner-Peyser Plan due on June 30,

2009. The Plan will identify the rationale for the proposal, including the linkage to any area workforce plan, and will describe the intended use of these funds.

Chair Paulos accepted a motion by Dave Whaley, seconded by Alex LaBeau to accept the staff recommendations; and Transmittal #11 was approved unanimously.

#### **Transmittal #7 – American Recovery and Reinvestment Act of 2009 – Unemployment Insurance**

Idaho Department of Labor's Communication Manager Bob Fick reported that the American Recovery and Reinvestment Act of 2009 provides for the following additional funding and adjustments to the Unemployment Insurance program:

- Additional \$25 a Week in Unemployment Benefit Checks
- Continue the Extended Unemployment Insurance Benefit Compensation Program
- State Unemployment Insurance Operations Assistance
- Federal Assumption of State Share of Federal-State Extended Benefits
- Partial Federal Income Tax Exemption on Benefits
- Interest-Free Loans
- Unemployment Insurance Modernization

#### **Transmittal #12 – Labor Market/Workforce Information**

Idaho Department of Labor Chief Research Officer, Bob Uhlenkott stated that the Idaho Department of Labor is seeking endorsement from the council to apply for the 2009-2010 Workforce Information Grant and will engage in research pursuant to the Training and Employment Guidance Letter published by the U.S. Department of Labor. He further explained that Transmittal #12 outlines the proposed plan for the grant with the scope and funding remaining similar to the past.

The proposed plan is designed to:

- Fulfill the workforce information needs that support regional economic development
- Populate America's workforce information database
- Produce and disseminate industry and occupational employment projections
- Provide employment, occupational and career information products

Chair Paulos accepted a motion by Kim Toryanski, seconded by Jim Schmidt for approval of Idaho Department of Labor's plan for the Workforce Information Grant 2009-2010 Products and Tools; and Transmittal #12 was approved unanimously.

#### **Transmittal #13 – Economic Stimulus Funds: Community Service Employment for Older Americans**

Idaho Commission on Aging's Older Worker Coordinator Melinda Adams explained that the Idaho Commission on Aging is the designated administrative entity for the Senior Community Service Employment Program (SCSEP) and as required by the Recovery Act, the U. S. Department of Labor will allocate funds to SCSEP grantees.

Current SCSEP grantees are required to use the Recovery Act funds to support additional training and employment opportunities for unemployed low-income seniors. The intent is to expand the number of SCSEP participants assigned to community service work, especially in those growth industries emphasized in the Recovery Act (e.g. health care, child care, education,

green jobs, energy efficiency and environmental service) and in expanded public service activities that utilize Recovery Act funds.

**Approximate Allocation of Funds (subject to final guidelines issued by USDOL)**

\$ 94,730	Enrollee Wages and Fringe Benefits (75% of Grant Funds)
\$ 27,596	Front-line staff, enrollee support services (books, supplies, classroom training, transportation assistance, etc.)
<u>\$ 3,980</u>	Retained by ICOA for program development and administrative oversight
\$126,306	Total Federal Funds

Chair Paulos accepted a motion by Dave Whaley, seconded by Jim Schmidt for approval to expend funds appropriated by the American Recovery and Reinvestment Act; and Transmittal #13 was approved unanimously.

**Education Impact under ARRA**

Chair Paulos introduced Idaho State Board of Education's Executive Director Dr. Mike Rush who updated the council on the impact of the current economic conditions on Idaho's colleges and Universities.

Dr. Rush stated that the role of Higher Education in Idaho is to be an economic engine that generates \$288 million in research grants and contracts; part of the local economy thru sports and other events; a source of innovation and entrepreneurship; and a place where Idahoans can develop new skills.

Dr. Rush said that the impact of the stimulus funding on Higher Education would be to:

- Provide a band-aid for a two year period
- Allow for mitigation and re-evaluate and downsize where necessary
- Reduce costs and increase efficiency
- Prioritize critical programs
- Evaluate alternative revenue
- Adjust the infrastructure of the college or university

Dr. Rush explained that the breakdown of the \$35 million Idaho received from the stimulus funding for Higher Education is \$30 million given to colleges and universities; \$3.2 million given to community colleges; and \$1.5 million given to technical colleges.

Dr. Rush informed the council that fifty percent of the funds or \$17.5 million are scheduled to be spent in 2010 and the same amount in 2011.

**Idaho Department of Correction Update**

Chair Paulos introduced Idaho Department of Correction (IDOC) Director of Education Gail Cushman who presented the Education/Employment Update for FY 2008.

Ms. Cushman stated that Idaho was one of three states accepted to participate in the National Institute of Corrections Offender Workforce Development Specialist Training which was a free three week workshop. Idaho also received 325 copies of Bill Cosby's book "Come On, People" which focuses on the changing family.



Ms. Cushman said that the IDOC had successfully developed a variety of projects during the past year namely welding, carpentry, office management and drafting and was in the process of adapting apprenticeship training and also a heavy equipment simulation program.

In FY 2008 Robert Janss School facilitated 599 high school completions and issued 135 vocational certificates. Ms. Cushman also distributed handouts on Internship Opportunities and Employing Ex-Offenders.

Idaho Department of Correction Director Brent Reinke presented the Annual Report FY 2008 and stated that the department's No Growth in 2009 initiative has been successful and will save nearly \$5 million during the next fiscal year; and that more than 1000 inmates have completed drug and/or alcohol programs.

Council member Tom Hally, who also serves on the State Rehabilitation Council, commented that he had witnessed a very productive working partnership between the Idaho Division of Vocational Rehabilitation and the Idaho Department of Correction.

Chair Paulos congratulated Director Reinke and Ms. Cushman on their accomplishments this past year and wished them well with future endeavors.

### **Innovations in Education – Panel and Tour**

Chair Paulos introduced the guest panel that talked about innovation in the Meridian Joint School District #2 and the partnership with Idaho State University:

Meridian School District Superintendent Dr. Linda Clark

Dr. Bruce Gestrin, Assistant Superintendent

Jim Baxter, Administrator for Professional-Technical Education

Eric Exline, Public Information Officer

Penny Andrew, Renaissance High School Principal

Idaho State University's Boise Center Chief Academic Officer Dr. Robin Dodson

Meridian School District Superintendent Dr. Linda Clark described the district as the largest school district in the state covering 382 square miles, 48 schools and 33,800 students.

Dr. Clark pointed out that the Joint School District # 2 was the first district in the state to offer a choice for students and parents in academic subject focus – magnet schools; providing a different configuration of grades; and modifying the schedule or calendar year.

Dr. Clark said that with the purchase of the 365,000 sq. ft. Jabil building a multi-use concept provided the consolidation of the district's administration offices, created a training center and a partnership with Idaho State University.

The Joint School District # 2 is proud of the professional-technical programs that provide relevance in learning for students. A recruitment video showed an advertisement for the new Renaissance High School featuring the culinary arts, architecture, digital home technology, masonry, animal science, auto mechanics, botany and welding programs available to students.

Idaho State University's Boise Center Chief Academic Officer Dr. Robin Dodson explained that the university has a valuable presence in the Treasure Valley as a Carnegie Doctoral Research University and provides:

- Clinics that serve the community and serve as research/teaching units
- Joint degrees with other schools offering health profession classes
- Research grants and contracts

- Professional-technical programs
- 75 percent of health science programs
- Human simulator labs

Chair Paulos thanked Superintendent Clark for taking the time to share the truly exciting work not only with this new facility but across the district. Chair Paulos also thanked Jim Baxter for coordinating the panel and making arrangements for the council to meet in the new facility.

A tour of the building project followed.

### **Further Business**

It was proposed that the next council meeting take place Thursday, September 24, 2009.

The meeting was adjourned at 4 p.m.

### **Attendance**

#### Members:

Drew Hall for Dick Armstrong  
 Kara Besst  
 John Currin (absent)  
 Don Dietrich  
 Millie Flandro (absent)  
 Tom Hally  
 Cindy Hedge  
 Betty Kerr  
 Alex LaBeau  
 Luci Willits for Tom Luna  
 Roy Valdez for Roger Madsen  
 John McAllister for Roger Madsen  
 Shirley McFaddan  
 Jan Nielsen (absent)  
 Kirby Ortiz  
 Con Paulos  
 Brent Reinke  
 Mike Rush  
 Michael Nelson for Doug Sayer  
 Jim Schmidt  
 Donald Smith  
 B.J. Swanson  
 Kent Tingey  
 Kim Toryanski  
 Dave Whaley  
 Dave Yoder (absent)

#### Guests:

Jim Adams  
 Melinda Adams  
 Susan Baca  
 Rico Barrera  
 Cheryl Brush  
 Leandra Burns  
 Gail Cushman  
 Dana Durfee  
 Cheryl Engel  
 Jay Engstrom  
 Nanna Hanchett  
 Dwight Johnson  
 Wendy McGrath  
 John Miller  
 Pat Nelson  
 Tammy Perkins  
 Randy Shroll  
 Georgia Smith  
 Alice Taylor  
 Nancy Walker